thrive at work

100 employee engagement survey questions

Free to use and adapt. Answer each statement on a five-point scale from strongly disagree to strongly agree, unless it is an open question.

Purpose and meaning

1. I understand how my work contributes to our goals.
2. The work I do is meaningful to me.
3. I am proud to tell people where I work.
4. Our mission makes me feel my job is important.
5. I know what our organization is trying to achieve this year.
6. I would recommend this organization as a place to work.
7. I can see the impact of my work on customers or colleagues.
8. My team’s goals are clear to me.
9. I believe in what this organization does.
10. My work makes good use of my skills.

Leadership and trust

1. I trust the decisions of senior leadership.
2. Leaders explain the reasons behind important decisions.
3. Senior leaders act in line with our stated values.
4. I am confident in the direction of the organization.
5. Leadership communicates openly, including bad news.
6. I believe action will be taken on the results of this survey.
7. Senior leaders are visible and approachable.
8. I understand how my team’s work fits the overall strategy.
9. Leaders here treat people fairly.
10. When things go wrong, leaders take responsibility.

My manager

1. My manager gives me useful feedback.
2. I can talk to my manager about problems.

3 My manager cares about me as a person.

4 My manager keeps their commitments.

5 My manager helps me prioritize when there is too much to do.

6 My manager recognizes good work.

7 My manager supports my development.

8 My manager involves me in decisions that affect my work.

9 My manager notices when I am under too much pressure.

10 I have regular one-to-one conversations with my manager.

Connection and belonging

1 I feel part of my team.

2 People on my team help each other.

3 I can be myself at work.

4 I have a good friend or close colleague at work.

5 Other teams cooperate when we need them.

6 People here treat each other with respect.

7 I can be myself at work.

8 I have someone at work I can turn to for advice.

9 People from different backgrounds are treated fairly here.

10 Collaboration between teams works well.

Growth and development

1 I have learned something new in the last six months.

2 I can see a future for myself here.

3 I have had a conversation about my development in the last six months.

4 I have opportunities to use my strengths every day.

5 I know what I need to do to progress.

6 I have the tools and resources I need to do my job well.

7 I have a clear idea of how I can progress here.

8 I get the training I need to do my job well.

9 I have had a meaningful conversation about my development in the last six months.

10 My job lets me try new things.

Recognition and fairness

1. When I do good work, it is noticed.
2. Recognition here is fair.
3. I am paid fairly for the work I do.
4. Promotions go to the people who deserve them.
5. Rules are applied consistently to everyone.
6. My contribution is valued.
7. I am paid fairly for the work I do.
8. Promotions here go to the people who deserve them.
9. Workloads are shared fairly in my team.
10. I feel valued for the work I do.

Voice and safety

1. I can raise concerns without fear of negative consequences.
2. My ideas are taken seriously.
3. It is safe to admit a mistake on my team.
4. People can disagree openly here.
5. I feel informed about changes that affect me.
6. My opinion was asked before recent changes.
7. It is safe to admit a mistake on my team.
8. I can disagree with my manager without negative consequences.
9. Concerns raised in surveys lead to action.
10. I know how to raise a concern if something is wrong.

Workload and capacity

1. My workload is manageable.
2. Over the past two weeks I have woken up feeling rested.
3. I can switch off from work in the evenings.
4. I have time for focused work most days.
5. I recover quickly from busy periods.
6. I rarely feel overwhelmed at work.
7. I can switch off from work in my free time.
8. I have enough time for focused work.
9. I recover quickly after a busy period.
10. I rarely feel overwhelmed by my work.

Intention to stay

1 I see myself working here in two years.

2 I rarely think about looking for a job elsewhere.

3 If I were offered a similar job elsewhere, I would stay.

4 I would rejoin this organization if I left.

5 I feel committed to this organization.

6 I would encourage a friend to apply here.

7 If I were offered a similar job elsewhere, I would stay here.

8 I expect to grow my career in this organization.

9 I would encourage a friend to apply here.

10 I rarely feel like quitting.

Open questions

1 What should we keep doing?

2 What is the one thing we should change first?

3 What gets in the way of doing your best work?

4 What would make you more likely to stay?

5 Is there anything else you would like leadership to know?

6 What is one thing your manager could do differently?

7 What gets in the way of doing your best work?

8 What would make you more likely to stay for the next two years?

9 What is one thing your manager could start doing?

10 What should leadership know that it may not hear?

thrive at work measures capacity (energy, recovery, focus, resilience) and engagement in one anonymous survey.
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